

# ROMA – California

National Peer to Peer Training – NPtP

# What is the status of ROMA in CA?

- ▶ How many agencies are fully implementing the Core Activities of ROMA identified in IM 49?
- ▶ This includes activities that are also identified in the Pathways to Excellence project such as
  - Mission
  - Community Assessment
  - Strategic Planning
  - Measurement, Analysis, Performance Management and Reporting

# From Maze to Amazing

- ▶ To address changes in funding and priorities, CAAs throughout the country are looking at ways to increase their capacity to achieve results (Goal 5).
- ▶ Our history indicates that we have successfully done this before.....
- ▶ How can the National Peer to Peer (NPtP) ROMA Training and Certification Project help?

# Four Phases of Project

- ▶ **Phase One: ROMA E–Course**
  - ▶ Candidates will complete the eight modules of the on–line E–Course to **demonstrate understanding of the basic content** of the *Introduction to ROMA* training curriculum.
- ▶ **Phase Two: Four Day Train–the–Trainer Classroom Session**
  - ▶ During Phase Two, Candidates will participate in a group Classroom Session to examine the issues and concerns that trainers must face as they prepare to deliver the *Introduction to ROMA* training curriculum.
- ▶ **Phase Three: ROMA Practice Session(s)**
  - ▶ After the Classroom Session, each Candidate will practice delivering the Introduction to ROMA training curriculum “in the field” with a Mentor or another Candidate.
- ▶ **Phase Four: ROMA Field Internship**
  - ▶ Upon successful completion of the first three phases, Candidates will be evaluated offering the *Introduction to ROMA* training curriculum to assure standard delivery of principles and practices.

# NEED

- ▶ The CSBG network \* needs to
  - implement ROMA principles in practice in all aspects of management and service delivery
  - produce and document compelling results.
- ▶ CAA staff and Board Members need training to enable them to understand ROMA principles and to apply them in day to day activities.
- ▶ There are insufficient training resources to address these needs.
- ▶ Individuals interested in becoming a resource for their agencies, region and state need standardized materials and on-going support

# SERVICE OR ACTIVITY

- ▶ 20 CAAs in California will sponsor ROMA trainings provided by candidates for ROMA certification.
- ▶ 250 staff and board members of local CAAs will attend ROMA trainings provided by candidates for ROMA Certification
- ▶ 20 individuals representing the CSBG network\* in California will participate in training through the National Peer to Peer ROMA Project.

# OUTCOMES

- ▶ Agencies will increase results oriented management and accountability practices
- ▶ Agencies will improve their measurement and documentation of compelling results
- ▶ Staff and Board Members will understand ROMA principles and practices and have skills to apply them.
- ▶ Individuals will be certified as National Peer-to-Peer ROMA Trainers

# OUTCOME INDICATORS

- ▶ 18 of the 20 agencies or 90% will report increased implementation of ROMA principles and practices within 90 days of training; 16 out of 20 or 80% will report an increase in ability to measure and document results within one year of training
- ▶ 200 of 250 or 80% of staff and board members will report an increase in understanding of ROMA after training; 150 will report ability to assist their agency in ROMA implementation within 6 months of training.
- ▶ 16 of 20 individuals or 80% will complete the four phases of the National Peer-to-Peer ROMA Training and Certification process within one year.



# Measurement Tools

- ▶ Agency reports of increased knowledge and skills
- ▶ Agency reports of increased ability to measure and document results.
- ▶ State office reports document increased accuracy.
- ▶ Agency reports of increased implementation of ROMA
- ▶ Documentation of National Certification, including evaluation of field internship

# DATA SOURCE and PROCESS

- ▶ Surveys done via e-mail, telephone, on-line by CA coordinator of project.
- ▶ Documentation of attendance at trainings by candidates, information sent to CA coordinator.
- ▶ Documentation of surveys conducted at trainings gathered by candidates, sent to CA coordinator, reported to National ROMA Project Director.
- ▶ Documentation of surveys conducted at 6 month follow up intervals, done by local CA coordinator, reported to National ROMA Project Director.
- ▶ Documentation of completion of all work required for certification held by Project Director in Candidate/Trainer files, copies sent to CA coordinator.

# FREQUENCY OF DATA

- ▶ Survey done at trainings and then at 90 and 180 day follow ups.
- ▶ Quarterly reports to CA Coordinator will be obtained from trainers;
- ▶ Quarterly reports will be forwarded to National ROMA office.
- ▶ Reports will be compiled by Project Director annually

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